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FINAL REPORT:

ARIZONA STATE **BOARD OF** NURSING ARIZONA **MEDICATION TECHNICIAN** PILOT PROJECT

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AZBN WELCOMES KATHY SCOTT, RN, MPA, PHD, FACHE NEWEST MEMBER TO THE BOARD

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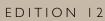
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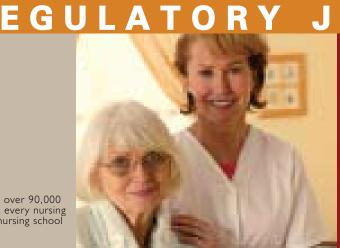
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This magazine is mailed quarterly to over 90,000 Arizona licensed nurses and reaches every nursing student, hospital administrator and nursing school administrator in the state



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2008 Arizona Research Data Regarding Effectiveness & Safety of Pilot Study Medication Aides

Approximately 47 states have medication aides in some form in nursing homes, assisted living facilities, correctional institutions, elementary schools and other facilities. In 21 of those states, the board of nursing regulates the medication aides (Debra Scott, 2007)

In 2002, the Governor's Task Force on the Nursing Shortage appointed a subcommittee entitled "Removing Regulatory Barriers". One recommendation made by the subcommittee co-chaired by Kathy Malloch RN PhD FAAN and Peggy Mullan, CEO Beatitudes Campus of Care was that research be conducted to determine if medication aides are safe and competent to administer specific medications in long term care facilities.

In 2004 the Arizona Legislature approved House Bill 2256 authorizing research on "Pilot Study Medication Technicians" be conducted and outcomes of the study be reported back to the Arizona Legislature by December 1, 2008. Pam Randolph RN MSN, Associate Director Education & Evidence Based Regulation took the lead role over the past four years to accomplish the outcomes as reported in this edition of the AzBN Journal, "Medication Technician Final Report".

- D & S Diversified Technologies conducted the research in collaboration with Dr. Jill Scott-Cawiezell RN FAAN to explore the impact to patient health and safety if trained and certified medication technicians were added to select Arizona nursing home care teams. Results of the research are:
- 1.) During the pre-implementation naïve observations at six nursing homes, 31 LPN's and 7 RN's were observed to delivering 3,039 medications. The initial error rate was **10.4%** (LPN-10.12%; RN- 11.54%). There were no statistical or clinical differences among the medication errors observed based on a credential.
- 2.) During the post-implementation naïve observations of the remaining five nursing homes, 6 LPN's, 2 RN's and 7 Medication Technicians were observed delivering 2,151 medications. The mean error rate of **6.6%** (LPN-7.25%; RN 2.75%; Medication Technician- 6.06%). There were no statistical or clinical differences noted among those administering medications regardless of the credential level. These findings are similar to a national study funded in 2007 by the Agency for Healthcare Research & Quality conducted by Scott-Cawiezell and colleagues: Final Report: Technology to Improve Medication Safety in Nursing Homes. The study found that members of the medication team were positively impacted by the presence of the medication technician over time.
- 3.) Staff members and leaders of the five nursing homes were interviewed after the post pilot study data collection period. The 22 staff members included Directors of Nursing, RN's, LPN's and Pilot Study Medication Technicians. The informants were asked to discuss changes in their roles with the addition of the medication technician to the care team. Interviews of the study participants are found on page 12 of this edition of the Journal. Even though many of those interviewed had "early misgivings" about the new medication technician role, all persons interviewed "reported they were able to partner with the medication technician, had more time to work directly with residents and reported feeling better about their treatments and completed assessments."

In summary, this study adds to the body of "evidenced based regulation" regarding unlicensed care givers administering routine medications. The findings suggest that the introduction of a medication technician does not alter the rate of medication error when the medication system includes the RN and Medication Technicians as partners (Scott-Cawiezell, 2007). The "evidenced based public policy" to be shared with the legislature supports there appears to be no reduction in the quality of care for Arizona nursing home residents when medication technicians are included on the health care team.

The Board of Nursing extends appreciation to the "many partners" who participated in this research study as noted on pages 15, 22 & 23. Want to particularly thank: 1.) Kathleen Collins Pagels, Executive Director, Arizona Health Care Association and Members for the significant financial contributions. 2.) St. Luke's Initiatives for the grant funding; 3.) Six participating nursing homes for their time and funds; 4.) D&S Diversified, Paul Dorrance and Dr. Jill Scott-Cawiezell for their outstanding research support.

Finally, want to acknowledge Sarah Ellis, RN, prior Director of Nursing, Good Shepherd who is on the cover page of this Journal. It is her passion and commitment to the residents in long term care that helped all of us to be anchored in a timeless statement made by Florence Nightingale almost 170 years ago that transcends to 2008:

"....in both hospitals and private houses, let whoever is in charge keep this simple question in their head, not how can I always do this right thing myself, but how can I provide for this right thing to be always done."

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FINAL REPORT: ARIZONA STATE BOARD OF NURSING ARIZONA MEDICATION TECHNICIAN PILOT PROJECT

INTRODUCTION

A sunrise report was filed in 2002 by the Arizona Association of Homes and Housing for the Aging and the Arizona Health Care Association requesting regulatory oversight of a medication technician pilot study. The legislature approved the pilot study concept outlined in the sunrise report, leading to the introduction and passage of legislation enacted for the pilot to be overseen by the Board of Nursing (Laws 2004 (2nd Reg. Session) Ch. 121). This law authorized the Board to establish a pilot program "to determine the impact to patient health and safety of allowing nursing assistants...and acting as pilot study medication technicians to administer medications under educational requirements and conditions prescribed by the board (Laws 2004, Ch. 121, section A)." With funding secured from non-governmental sources, the pilot study involved 6 long-term care facilities throughout the state. As discussed below, the pilot study produced positive results. Although the study included only a small number of participants, the results do suggest that when facilities have properly integrated medication technicians into the care delivery system, resident care improves because the work of the medication technicians frees up nurses to perform higher level tasks.

The legislature enacted House Bill 2256 (2004) to determine the impact to patient health and safety when licensed nurses delegate medication administration to certified nursing assistants (CNAs) with additional education in medication administration. The bill made the Board responsible for developing protocols, prescribing the education, overseeing the project and preparing this report to the legislature by December, 2008. The legislation limited the pilot study to no more than six facilities. It

also incorporated patient safety-related measures including: prohibitions to keep facilities from requiring a nurse to delegate medication administration to medication technicians, prohibitions against medication technicians administering medications to unstable or subacute residents, prohibitions against a medication technician administering any medication by needle and other measures incorporated within the study.

STEERING COMMITTEE

The Board formed a steering committee to oversee the project. Membership on the committee included stakeholders from long-term care facilities, the Arizona Board of Pharmacy, the Arizona Health Care Association, a professional association of skilled nursing facilities, the Arizona Association of Homes and Housing for the Aging, another professional association of residential facilities for the aged, the Arizona Nurses Association, the Southern AZ Nurses Coalition, and nursing education.

The Steering Committee developed protocols regarding which medications could be delegated to a medication assistant. In addition to the prohibitions in the legislation, the Board approved the recommendations that certain medications and tasks associated with medications could not be delegated to a medication technician. The Board based the decision on whether the task would require the skill of a licensed nurse and whether the task had an increased potential for harm to residents. Tasks that could not be delegated included:

- The first dose of a medication.
- A medication requiring a complex mathematical conversion.
 - Inhalant medications.
 - Skin patches,
 - Vaginal medications,
 - Sublingual medications.

 PRN or "as needed" medications with some exceptions for low risk medications.

The Steering Committee then formed three subcommittees: Research, Education and Funding. The research subcommittee determined the research priorities and design of the Pilot Study. The funding subcommittee worked to secure funding to conduct the research. Finally, the education subcommittee developed course guidelines, curriculum, and contributed to a legally defensible competency exam. The Steering Committee reviewed all subcommittee actions and in turn, made recommendations to the Board for its approval.

RESEARCH

The Research Subcommittee and Steering Committee reviewed various indicators and approaches to research the safety of using medication technicians in order to compare patterns of medication errors before and six months after the use of medication technicians in selected facilities. The original sunrise legislation and HB 2256 identify safety of medication administration by medication technicians as the central issue to be explored by the Board. The Board also believed that participant satisfaction would be an important indicator of acceptance of the medication technician role. Therefore the pilot study was limited to these two indicators. The research subcommittee reviewed various methods to measure medication error. The subcommittee recommended the Flynn and Barker Naïve Observation Method². the method recognized as the most valid and reliable for measuring medication error rates in health care settings. Under this approach, an observer watches and records each medication pass and then compares what the resident received to the medication ordered in the resident's

chart with no knowledge of the resident's prescribed medications and without reviewing the administration record (MAR) during the observation. The Board decided to measure satisfaction using structured interviews of pilot program participants including medication technicians, delegating nurses and directors of nursing. .

FUNDING

At the outset, special note should be made that Kathleen Collins Pagels, Executive Director of the Arizona Health Care Association, proved to be the key in terms of obtaining the funding for this project. Without her leadership and the Arizona Health Care Association's support, the study could not have been accomplished.



The Board estimated that the research cost of the Pilot Study would total approximately \$90,000. The Arizona Health Care Association contributed \$30,000 seed money to the pilot study. St. Luke's Health Initiatives approved a grant proposal for an additional \$30,000. When no other funding option became available, the Board used the fee authorization contained in HB 2256 and collected \$5000 from each of the facilities participating in the pilot study.

EDUCATION

Education Subcommittee members consisted of RN. LPN and CNA educators. The subcommittee reviewed course requirements in 19 states that allow for the delivery of medications by unlicensed persons under a licensed nurse's delegation and supervision. The educational setting options considered by the subcommittee included community colleges or facilities partici-

pating in the Pilot Study. Given the small number of participating facilities and the possibility of diverse geographic locations, facility-based training proved to be the most feasible model to adopt.

The subcommittee designed a 100 hour medication technician course consisting of 45 hours of didactic instruction, 15 hours of skill lab, and 40 hours of supervised medication administration to residents. The subcommittee created course guidelines and a curriculum. The curriculum consisted of basic pharmacology information and safe medication administration principles. Members of this subcommittee also wrote approximately 300 multiple-choice item for the state administered competency exam. The subcommittee also established a training program for all instructors.

SCOPE OF WORK

After the establishment of the curriculum, research, and funding mechanisms, the Board and the Arizona Health Care Association issued a "Scope of Work" for a researcher to determine the impact to patient health and safety of allowing nursing assistants, who met requirements prescribed by the Board, to act as pilot study medication technicians and administer medications under specified conditions. In response to the Scope of Work, the Board hired D and S Diversified Technologies (DSDT), the current vendor for the Arizona certified nursing assistant exam, to conduct the research. In turn, DSDT hired Dr. Jill Scott-Cawiezell RN, Ph.D., a nationally recognized expert on medication delivery and error in long-term care facilities to serve as a consultant. DSDT also developed a standardized competency exam with both written and manual-skills portions based on the approved curriculum.

SITE SELECTION

The steering committee developed criteria to select up to six sites to implement the pilot program. All long-term care facilities were sent invitations to a public meeting on September 20, 2005 to learn more about the project and the criteria for selection including the deadlines and time-frames for gathering data and submitting this report. The Board received seven applications, and of these, the Board approved the six facilities recommended by the steering committee:

- Shadow Mountain (Scottsdale),
- Good Shepherd (Peoria),
- Mountain View (Tucson),
- Heritage Health Care (Globe),
- Copper Mountain Inn (Globe),
- Silver Ridge Village (Bullhead City).

The Board conducted its first training session with instructors in March 2006 with additional training sessions conducted in 2007.

Silver Ridge Village became the first facility to implement

training in April, 2006. All facilities had conducted at least one training session by July 2007. One facility (Heritage Health Care) dropped out of the pilot because it was unable to utilize medication technicians by October 1, 2007. Board staff visited all facilities during training, which included a specific education program directed at all delegating nursing staff of the facility.

TESTING

With significant contribution from Board staff and the Education Subcommittee, DSDT developed an item pool for a written competency medication technician exam consisting of over 1200 items. The test pool contained 761 total active items with each exam consisting of 50 items distributed according to a Board approved test plan. The Education Subcommittee designed the test plan based on time allotted in the curriculum for each topic and the importance of each topic in terms of patient safety. Other states that draw from the item pool include Arkansas, Oklahoma, Montana, and Ohio. DSDT also developed a skills competency exam, using checkoff lists developed by the Education Subcommittee.

Students in the pilot study received a limited number of chances to pass the test before being required to re-take the course. In total, 21 persons passed both the written and manual skills tests out of 32 total exam administrations. The skills exam proved less challenging than the written exam with 78% passing the skills exam on the first attempt and only 41% passing the written exam on the first attempt. All but one student passed the skills exam on the second attempt and 59% of takers passed the written exam on the second attempt.

IMPLEMENTATION BY FACILITIES

All six participating facilities sent representatives to a 2-day "Train the Trainer" session held on March 3-4, 2006. The training sessions provided needed opportunities for participants in the pilot study

to discuss the unique features of the project, reinforce teaching-learning principles, including test construction, and augment the textbook adopted by the Board. Twenty five persons attended at least one of the two days with 17 persons attending both days. Evaluations were overwhelmingly positive for the training.

Board staff visited all participating facilities during training, with five of the six facilities receiving two visits, one in the classroom portion, and one during the clinical practice. When visiting >>> the training programs, the following observations were made:

• Remedial instruction was needed to help students develop basic algebra skills needed to calculate simple divided dosages (e.g. if a tablet contains 250 mg of a drug, how many tablets would you give if the order were for 500 mg?). Facilities received direc-

• Instructors stated that teaching the course benefited them and updated their knowledge of pharmacology.

Several facilities failed to implement the medication technician training within a year of attending the "Train the Trainer" course due to turnover of teaching personnel, lack of qualified CNAs, shortage of CNA coverage, and administrative changes at the facility. The Board offered an additional "Train the Trainer" session on March 1-2, 2007 and has conducted additional informal training sessions as needed to train new teachers. All facilities implemented training by July 1, 2007. Extensive training sessions will not be necessary in the future as the Board anticipates that textbooks geared to the medication technician role in long-term care facilities will soon be released 5,6 and statutory and rule requirement for training will be well known. Additional

THE ROLE OF THE LICENSED NURSE REMAINS CRITICAL TO THE MANAGEMENT OF THE RESIDENT'S HEALTH AND MEDICATIONS.

tion about the need to screen for basic math ability but allowed students who failed testing to enter and continue in the program to encourage interest and participation.

- Board staff discouraged facilities seeking to condense the program into consecutive 8-hour lecture/lab days. Program personnel stated that the students could only attend the classes if such a schedule were offered.
- Nurses on the units, while initially skeptical, enthusiastically embraced the concept once implemented. They also appeared to be reassured by the Board's presentation on "Delegation to Medication Technicians".

training needed to enhance instruction will be addressed at the Board's annual conference for CNA instructors.

All steering committee participants recommended that the current 80% passing standard for the CNA written exam remain in effect until additional data supports a change in the standard. One DON of a long-term care facility reported that her students did not initially take the exam seriously until the first failure. Once they studied and re-took the exam, most of them passed. One facility trained three persons, however only one person passed the exam and then left the facility before ever practicing as a medication

continued >>>

technician. Unfortunately, the Board had to drop this facility (Heritage Health Care) from the project due to their inability to implement the role in time to collect postimplementation data.

The Steering Committee invited all pilot study participants to attend all steering committee meetings and offer their perspective. Some common themes include:

• <u>Difficulty Recruiting CNAs for the</u>
Role. Many facilities found that attract-

ing CNAs to the program presented more challenges than anticipated and that they needed to increase hourly wages and offer other incentives to gain participation.

- <u>CNA Shortages.</u> Even with an adequate number of CNAs trained and qualified for the role, shortages of CNAs in the facility necessitated that they work primarily as CNAs rather than as medication technicians.
- Positive Acceptance of Delegation to
- Medication Technicians. Nurses delegating to CNAs reported very positive results and experiences. In some facilities additional CNAs became attracted to the role after observing their colleagues functioning as medication technicians.
- Positive Impact on Medication
 Administration by Nurses. The medication technicians discovered and reported unsafe medication practices and RN/LPN medication errors. One facility changed its medication administration schedule in response to a medication technician's concern that resident's medications were inappropriately scheduled.

The Board received a report, late in the project, that one of the participating facilities received a negative federal survey resulting in a sanction. A sanction prohibits the facility from conducting CNA training for two years (OBRA 87). The surveyors cited medication errors by both medication technicians and nurses but also found improper labeling by the pharmacist which contributed to the errors. One error involved a simple math miscalculation by the medication technician. Department of Health officials concluded that the sanction stemmed chiefly from a lack of evaluation for physical therapy services. Based on the recommendation of the steering committee, the Board decided to continue the facility's participation in the project with monthly medication error audit reports to the Board. The facility submitted error-free reports, except for a single report concerning a medication technician found to have a high error rate. After retraining, the technician had errorfree reports.

At present, a total of 21 qualified medication technicians continue to administer medications under the delegation of a licensed nurse in five long-term care facilities. Participating facilities want to continue to use medication technicians, but face the continuing challenge of CNA shortages, high staff turnover, and other fiscal constraints. Offering the program

on a state-wide basis will solve some of the challenges that the participating facilities have faced. Further, a statewide program may lead recognized educational institutions to participate in training with a resultant increase in training opportunities, higher passing rates on the competency exam and less reliance on facility staff for training.

RESEARCH RESULTS AS REPORTED BY D AND S DIVERSIFIED TECHNOLOGIES⁴

This section contains a summary of the report from the researcher, DSDT.

MEDICATION ERROR RATES

Pre-implementation mean medication error rate of 10.4% (LPN, 10.12%; RN, 11.54%) were obtained. These rates are not statistically or clinically different for RN and LPN levels of licensure.

Post-implementation observation revealed a mean medication error rate of 6.6% (LPN, 7.25%; RN, 2.75%; Medication Technician, 6.06%). Again, there were no statistical or clinically significant differences noted among the medication administrators based on credential. There were no statistically significant differences in either rate or pattern of error before or after the utilization of medication technician. While it appears that there was an actual lowering of the medication error rate, due to limited power of the study, the result is not considered significant.

STAFF SATISFACTION

Interviews of study participants from the five nursing homes after the post pilot study intervention data collection period allowed some insight into staff perceptions and acceptance of the project. Persons interviewed included Directors of Nursing (DONs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Pilot Study Medication Technician (PSMTs). The majority of respondents worked at least of 35 hours per week and ranged in experience from

1 to 23 years. All nurses interviewed indicated that despite some early misgivings about the new medication technician role, when they were able to partner with a PSMT, they had more time to work directly with the residents. Because of this, nurses reported feeling better about their resident care and assessments (p. 4). These findings closely align with another study7 that provides empirical evidence supporting the medication technician role in reducing job stress and

increasing satisfaction among licensed nurses. Nurses reported that:

"The concept is fabulous; I now have more time to assess my residents and work with other staff. In the past, I felt stuck behind the med cart."

- "...nurses are now more available."
- "...it is hard when the techs aren't here, they are good partners."

The medication technicians reported that it was their perception that nurses

continued >>>



were spending more time with residents. However, medication technicians were affected by the delegating nurse's acceptance of the role.

"I had a very difficult time in my new role at first. My nurse was constantly looking over my shoulder and making me very nervous. I could not get the pass done. Now, I have a new partner and I love what I am doing. We work really well together. "(p. 4-5)

One facility had a great deal of difficulty in securing adequate staffing to fully and consistently implement the medication technician role. Although nurses could see benefit from the addition of the role, they also reported frustration when medication technicians were not assigned as a partner.

Medication technicians also functioned in additional roles along with their medication administration responsibilities. Some reported tailored shifts to maximize the medication administrations opportunities. All reported that they assisted other staff and residents when not administering medications.

The informants clearly delineated the protocols regarding which medications could be passed by the medication technicians and which were the responsibility of the nurse. Nurses were sometimes challenged by the sharing of medication administration responsibility. However, it was reported that systems to track medications that require administration by a nurse (PRN narcotics, inhalers) were being developed and implemented.

All informants, except one nurse who felt she pampered her residents, reported the residents were very happy with the addition of the medication technician role.

"They miss her when she is gone, the resident keeps asking me where [she] is today."

"Residents are glad for the change; they don't have to wait for their meds."(p.5)

Informants reported minimal changes to the medication

administration procedure. Many informants reported they believed there were fewer medication errors and a noticeable improvement in timely delivery of medications. (p.5)

Informants provided recommendations and lessons learned during the pilot medication technician project.

The recommendations include:

- The timeframe for the training was too condensed. The training needs to be more spread out to allow time to study the critical concepts.
- We need more medication technicians and they need to be consistently assigned to the role to improve and build systems.
- Licensed staff would like to review the training so there can be consistent reinforcements for the medication technicians. The lessons learned include:
- Speed comes with time, the key is being very careful.
- I now understand why blood pressures are so important for the medication pass and I always double check them myself. Now I know why my nurse was always asking me what their blood pressure is.
- PSMT add flexibility to staffing." (p. 5-6)

CONCLUSIONS

Findings suggest that the introduction of medication technicians to the medication team in a long-term care facility will not negatively alter the rate or pattern of medication error. Significantly, an AHRO funded medication safety study (Scott-Cawiezell et al., 20071; 20073) reached similar conclusions. In addition to the safety data presented, health care personnel consistently reported positive results with the addition of the medication technician to the healthcare team. In addition the study found no evidence that facilities replaced licensed nurses with medication technicians and no incidents of drug diversion by medication technicians.

In short, the Arizona pilot study confirms earlier studies which indicate that medication technicians can provide safe medication delivery. However, the Board also recognizes that many factors remain to be addressed. Nursing home residents have many illnesses, take many medications, and therefore are vulnerable to subtle alterations in their medication regimens. Many of the medications delivered in a routine medication administration do require assessment for potential adverse effects. CNAs and medication technicians lack assessment skills and knowledge to make adjustments or watch for many potential changes that a resident may undergo, including adverse drug effects. Thus, as recognized in the sunrise report and the enactment of HB 2256, the role of the licensed nurse remains critical to the management of the resident's health and medications.

As stated by DSDT in its report:

"Nursing homes have many challenges in the midst of very

fiscally constrained budgets to provide safe care. Innovation and evidence must be a critical part of how care is delivered to this ever growing and very frail population. In an ideal world, the frail and vulnerable residents would have RNs providing all aspects of their care. However, in a fiscally constrained world, staff representing many levels of credentialing must be maximized to assure that care can be given. This study provides some initial evidence to suggest that medication technicians can be effectively used for routine medication administration. Understanding the limitations of the CMT/A (medication technicians) and creating medication systems that include the RN and the CMT/A as partners, could provide safe medication administration where residents get the right medication, at the right time, in the right dose, through the right route, and prepared in the right method to assure the most therapeutic result (Scott-Cawiezell, 2007a)" 4 (p. 6).

Based upon their experience with the project and the results of the pilot study the Steering Committee recommends that:

- Legislation be pursued to extend the role of the medication technician state-
- All features of the pilot study remain including protocols, education, setting, and testing;
- The time frame for the training be paced so students can better comprehend the material:
- The role of the RN in delegation and medication management be specifically addressed:
- That the Board collaborate with the Department of Health Services and other licensing boards in crafting legislation.

REFERENCES

1. Scott-Cawiezell, J., Pepper, G., Madsen, R., Petroski, G., Vogelsmeir, A., and Zellmer, D. (2007). Nursing home error and level of staff credentials. Clinical Nursing Research. Vol. 16, No. 1, 72-78.

continued on page 22

Regulation RUNDOWI





Nurse Practice Act Changes

Every five years, the Board considers what changes may need to be made to the statutes governing the Board of Nursing. The Board appointed approximately eighteen members from diverse positions and perspective to the Nurse Practice Act Steering Committee. The committee began meeting in September 2007 and was charged to review the relevance of current laws and to also identify potential regulatory barriers. The Board will be reviewing the committees recommendation at the November Board Meeting and will introduce changes in the 2009 legislative session. Potential substantive changes include:

 An increase in the number of Board members. The Board currently has nine members. The proposed legislation expands the membership to 11 members, which is the average number of members on nursing boards throughout the country. The two new positions are for an advanced practice nurse and

- a CNA or CNA educator. The Board currently regulates 4,090 advanced practice nurses and approximately 22,000 CNAs.
- The authority to engage in innovative programs and projects. The Board received the authority to conduct a pilot study for the use of medication technicians in long-term care which was very successful in providing evidenced based policy and regulation (see report in this issue). The Board is seeking authority to engage in other studies relating to its mission and regulatory function.
- Recognition of retirement status for licensed nurses. Since the advent of the practice requirement for maintaining a license, the Board has received requests for retirement status for nurses who no longer practice but wish to use their nursing licensure credentials (RN/LPN). Several other boards of nursing have a status which allows retiring nurses to retain the use of the title they have used for their career and preserves their sense of identity with the profession.
- Issuing a modified license to a person with a disability. Currently, if a nurse has a disability and needs a modified license, the only way to issue one is with formal discipline. This option would allow a nurse in good standing to request a modified license based on a disability that limits his/her practice without a disciplinary finding.
- Increasing the authority of the Executive Director (ED) to make decisions based on board policy and provide the board reports at their next scheduled meeting for information or final acceptance. Through the adoption of a substantial policy statement, the Board may authorize the ED to carry out certain functions where a timely decision either is low risk and of benefit to regulated parties or high risk and requires immediate action. Low risk situations and the

rationale for transferring this authority to the ED include:

- o Approving CNA programs that meet Board standards to allow qualified CNA programs to start classes without awaiting a Board decision.
- o Dismissing cases without a basis or where there is no substantial evidence to support the allegation to save licensees with an unfounded complaint the anguish of awaiting a Board meeting. If the complainant wishes to address the Board, the complaint cannot be dismissed by the ED.
- o Issuing letters of concern to expedite dismissed complaints where there is sufficient concern about the conduct of the licensee to warrant a letter but not a violation of rule or statute.
- o Closing complaints resolved through mediation and settlement conference where the Board directs the ED regarding the discipline to be imposed and gives the ED the authority, within parameters set in policy, to set the terms. This expedites these complaints and places the licensee in monitoring whereby the public is further protected.
- o The other situation where a timely decision is needed to protect the public is when there is substantial evidence that a nurse is an imminent threat to the public health, safety and welfare and the nurse agrees to a suspension of practice. The proposed changes allow the ED to accept the agreement to suspend practice.
- The ability to accept monies. This will allow the Board to more fully engage in research studies related to its mission and function.
- The specific authority to provide education. The Board provides education to the regulated community and the continued on page 21

EDUCATION CORNER:

BY KAREN GRADY, RN, MS, FNP

HOW TO NAVIGATE THE BOARD WEB SITE AND FIND THE RESOURCES YOU NEED

Whether you are a new or existing program, new or experienced faculty or administrator, or current or prospective student, there is a wealth of information available on the Board's Web site that will allow you to avoid telephone tag or waiting for a call back. The Web site is easy to navigate once you understand the basics.

For your convenience, a search option has recently been added to the top right hand corner of the home page. Using keywords such as Education Committee Meetings or NCLEX Reports should take you directly to the relevant pages.

If this does not work for you or if you prefer to navigate via the links, most of the resources related to education can be found by placing your cursor over the Resources tab at the top of the home page which will open a drop-down menu. The drop-down menu list includes links to Committees, Educational Resources, NCLEX, the Nurse Practice Act, Board Meetings, and Advisory Opinions.

COMMITTEES

Under the Committees link, select Education Committee from the drop-down menu. On the Education Committee page, you will find links to the Meeting Schedule, the Policy on Submission of Materials to Education Committee, Meeting Agendas, and Meeting Minutes.

EDUCATIONAL RESOURCES

Under Educational Resources, you will find links to Program Application Packets, Annual Reports from Arizona Prelicensure Nursing Education Programs, Nursing Education Programs

Approved by the Arizona State Board of Nursing, Refresher Courses, documents related to CNA education programs, and other documents that may be of interest to educators.

NCLEX

Here you will find the NCLEX Quarterly Reports, a summary of the Annual Statewide NCLEX Pass Rates, the NCLEX RN Detailed Test Plans, NCLEX Progress Reports, an FAQ for Candidates Who Failed NCLEX, and the AZBN Policy on Special Accommodations Requests for NCLEX.

NURSE PRACTICE ACT

Under the Nurse Practice Act, select the link to Rules. This will take you to the entire rules section of the Nurse Practice Act. Simply scroll down to Article 2, Arizona Professional and Practical Nursing Programs, to find R4-19-201-206 and beyond.

BOARD MEETINGS

To find information about regularly scheduled Board meetings and to view the agenda, the Board Meeting link under the Resources tab will take you to the Board Meeting Calendar, Board Meeting Agenda, and to the Board Meeting Minutes which can be downloaded.

ADVISORY OPINIONS

The Advisory Opinions are listed alphabetically. An Advisory Opinion is an official opinion of the Arizona State Board of Nursing regarding the practice of nursing as it relates to a specific standard of care. The opinions most applicable to nursing programs/students are:

- Preceptorship for Prelicensure Students
- Supervision of Nurse Externs by Registered Nurse

For information related to education not found on the Web site, contact



Karen Gilliland at kgilliland@azbn.gov. BOARD ACTIONS ON EDUCATION MATTERS SEPTEMBER 2008

- Accepted Emmanuel School of Nursing's Plan of Correction as satisfactorily implemented and the identified deficiencies as corrected.
- Received information on Pima Community College's one-year final report and that deficiencies had been remedied.
- Granted Provisional Approval to Pima Medical Institute-Tucson RN program with a report to the Board in 12 months and a site visit 12 to 18 months after admission of first class.
- Granted Full Approval for three years to Apollo College.
- Granted approval for ASU Geriatric Nurse Practitioner program.
- Granted approval for Abrazo Health Care RN Refresher program.
- Received Notice of Correction of Deficiency from Chamberlain College and removed deficiency status.
- Reviewed information on NCLEX 2008 2nd quarter reports.
- Reviewed notices of change in administrator for Pima Medical Institute-Tucson, Maricopa Community College District Nursing Program, and Central Arizona College.

public on Board functions and processes. This statutory provision establishes a statutory basis for this important function and supports the ability of the Board to sponsor high-quality conferences and meetings.

- Exempting advanced practice nursing students from certification. This provision provides a legal basis for advanced practice students to practice advanced practice nursing while in the clinical experiences in their approved program under supervision.
- Exempting nurses from other states from licensure in low risk situations. This provision allows Arizona nurses to consult national experts without the excessive regulatory burden of requiring a license. The situations where this is allowed are where the nurse is:
 - o Either teaching or consulting in Arizona,
 - o Not supervising or providing patient care, and
 - o Not engaged in the activity for more than six months in any calendar year.
- Cheating. Additional provisions have been added requiring a licensing exam retake if there is evidence that the exam is compromised by cheating.
- Obtaining records. A provision is added to increase the Board's ability to obtain records pertinent to a complaint in a timely manner similar to the Arizona Medical Board and other health care professional boards
- A draft of proposed changes will be posted at a future date on the Board's Web site for public comment and information following acceptance by the Board.

Articles 1 and 4, R4-19-509, R4-19-814

This rulemaking is expected to be approved by the Governor's Regulatory Review Council (GRRC) in December and effective in February. The Notice of Final Rulemaking can be obtained by accessing the Board's Web site: www.azbn.gov under resources/proposed rules.

The person to contact at the Board regarding regulation is:

Pamela Randolph

Associate Director Education and Evidence-based Regulation

602-889-5209 • Fax: 602-889-5155

E-mail: prandolph@azbn.gov

- 2. Barker, K., Flynn, E., & Pepper, G. (2002). Observation method of detecting medication errors. Am.J.Health Syst. Pharm. Vol. 59, Dec. 1, 2002;
- 3. Scott-Cawiezell, J., Pepper, G., Madsen, R., Petroski, G. Vogelsmeier, A., & Zellmer D (2007b). Final Report: Technology to Improve Medication Safety in Nursing Homes, submitted to the Agency for Healthcare Research and Quality.
- 4. D & S Diversified Technologies (2008). Arizona Pilot Study Medication Technician Final Report, submitted to the Arizona State Board of Nursing on 6/13/08.
- 5. Personal communication from Sheila Sorrentino, Mosby Author, regarding current work on a medication technician textbook due for release in 2008 on or about August 11, 2008.
- 6. Sorrentino, S. and Remmert, L. (2009) *Mosby's Textbook for Medication Assistants*. Mosby, Inc.
- 7. Walker, M. (2008). Effects of the Medication Nursing Assistant Role on Nurse Job Satisfaction and Stress in Long-Term Care. Nursing Administration Quarterly. Vol. 32, No. 4, pp 296-300.

PERSONS CONTRIBUTING TO THE PMST PROJECT*

BOARD MEMBER CHAIRS

Sharon Molleo, LPN Steve Roberston, LPN M. Hunter Perry, Public Member

BOARD STAFF

Joey Ridenour RN, MN, Executive Director Pamela Randolph RN, MS, Associate Director of Education and Evidencebased Regulation Lila Van Cuyk, RN, BSN, Education Consultant Rose Wilcox, RN, M.Ed., Education Consultant

Karen Gilliland, Legal Secretary

FACILITY REPRESENTATIVES

Armida Dixon/Karen Truett, Heritage Health Care Debbie Madrid/Paula Mitchell, Copper Mountain Inn Sarah Ellis/Cathie Hauf, Good Shepherd Phyllis Jordan/Pat Collea/Regina Tutor, Silver Ridge Village

Marie Montion/Jackie Arnett, Mountain View

Barbara King/Annie Quarles, Shadow Mountain

COMMITTEE MEMBERS 2004

Betty Earp RN, BSN, CNA Instructor Catherine Corbin, M.H.S., Arizona Department of Health Services Christine Walker, RN, NHA, Administrator, Kachina Point Dean Wright, R. Ph., Compliance Officer, AZ Board of Pharmacy Jane Black, RN, MS Southern Arizona **Nurses Coalition** John Durbin, Alzheimer's Association Joyceen Boyle, RN, Ph.D., Associate Dean, University of Arizona Kathleen Collins-Pagels, Executive Director, Arizona Health Care Association Lindsey Norris, Executive Director, AZAHA Marla Weston, RN, MS, Executive Director, Arizona Nurses Association Mary Fermazin, MD, MPA, VP, Health Services Advisory Group Rose Pfefferrbaum, Ph.D, MPH, Director of Gerontology, Phoenix College Sarah Ellis, RN, DON, Good Shepherd Sue Macdonald RN, MS Director Cochise College Nursing Program

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Marla Weston, RN, MS, Executive
Director, Arizona Nurses Association
Mary Fermazin, MD, MPA, VP, Health
Services Advisory Group
Patt Rehn, RN, MS, Arizona Nurses
Association
Sarah Ellis, RN, DON, Good Shepherd
Sue Macdonald RN, MS Director Cochise

MEMBERS 2006

College Nursing Program

Anna Marie McNeese, RN, Graduate student ASU Betty Earp RN, BSN, CNA Instructor Cheryl Roat RN, MS, Associate Dean, Grand Canyon University Christine Walker, RN, NHA, Administrator, Kachina Point Dean Wright, R. Ph., Compliance Officer, AZ Board of Pharmacy Debra Piluri, AZ Dept of Health Services Helen Houser, RN, Director of Gerontology, Phoenix College Jane Black, RN, MS, Southern Arizona Nurses Coalition Jo Podjaski, RN, MSN, Clinical Educator, Sun Health John Durbin, Alzheimer's Association Julie Gordon, Executive Director, AZAHA Kathleen Collins-Pagels, Executive Director, Arizona Health Care Association Patt Rehn, RN, MS, Arizona Nurses Association

MEMBERS 2007

Grand Canyon University
Christine Walker, RN, NHA,
Administrator, Kachina Point
Dean Wright, R. Ph., Compliance Officer,
AZ Board of Pharmacy
Debra Piluri, AZ Dept of Health Services
Genny Rose, Executive Director, AZAHA
Jane Black, RN, MS, Southern Arizona
Nurses Coalition
Jo Podjaski, RN, MSN, Clinical Educator,
Sun Health
John Durbin, Alzheimer's Association
Kathleen Collins-Pagels, Executive
Director, Arizona Health Care Association
Mary Griffith/Laurie House, Arizona

Betty Earp RN, BSN, CNA Instructor

Cheryl Roat RN, MS, Associate Dean,

MEMBERS 2008

Nurses Association

Betty Earp RN, BSN, CNA Instructor

Canyon University Christine Walker, RN, NHA, Administrator, Kachina Point Dean Wright, R. Ph., Compliance Officer, AZ Board of Pharmacy Debra Piluri, AZ Dept of Health Services Genny Rose, Executive Director, AZAHA Jane Black, RN, MS Southern Arizona **Nurses Coalition** John Durbin, Alzheimer's Association Kathleen Collins-Pagels, Executive Director, Arizona Health Care Association Mary Griffith/Laurie House/Rory Hays, Arizona Nurses Association

Cheryl Roat RN, MS, Associate Dean, Grand

THE FOLLOWING PERSONS PROVIDED **EXPERT ADVICE TO THE COMMITTEE** AND THE BOARD:

Paul Dorrance/Chad Solis—D & S Diversified Technologies Jill Scott-Cawiezell, RN, Ph.D Ginny Pepper, RN, Ph.D Sue Roe, RN, Ph.D

* While we have attempted to be inclusive in this list, we apologize for any inadvertent omissions

Arizona Board of Nursing Welcomes



New Board Member

Kathy A. Scott, RN, PhD, FACHE

Governor Janet Napolitano recently appointed Dr. Kathy Scott to a five year term to the Arizona Board of Nursing. Dr. Scott is a healthcare executive and fellow in the American College of Healthcare Executives. She currently serves as the Regional Vice President of Clinical Services for Banner Health Arizona, providing leadership through the strategic direction, development and implementation of system-wide professional practice and clinical standards, new care-delivery models, integrative technology, nursing and health-care-system research, and clinical and team education/training for nursing and other professional disciplines.

Dr. Scott has served in a variety of health-care leadership roles for the past 20 years which include chief operation officer, chief nursing officer, national consultant, educator, researcher and author. She is a national leader in redesign of patient care delivery models, leadership development, and high-reliability research and operational redesign to improve patient care.

Dr. Scott currently serves in many capacities to advance the quality of health-care and the nursing profession including consultant to the National Council of State Boards of Nursing Practice Breakdown Committee; board member--Arizona State Board of Nursing; Adjunct Faculty--ASU Masters of Healthcare Innovations program, teaching Critical Thinking in Complex Systems course; board member and Past-President of the Arizona Organization of Nurse Executives; and chair-elect and board member of the Arizona Healthcare Institute Advisory Board.

Arizona Nurses

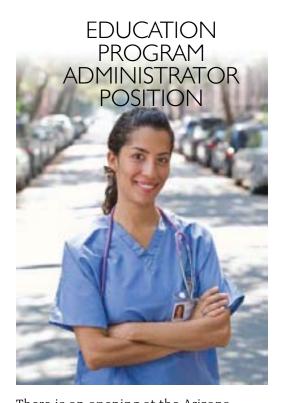
Below • Nurse Exemplars 2008 Top Right • Jean Watson - 6 West Bottom Right • Jean Watson - 3rd Floor







Arizona State board of Nursing Job Opening



There is an opening at the Arizona State Board of Nursing for a full-time Education Program Administrator. The position will involve conducting surveys and providing education and consultation to LPN, RN, and advanced practice nursing programs. Requirements include a master's degree in nursing and at least 5 years experience as full-time faculty or director in a pre-licensure nursing program. The successful candidate will have exceptional written and oral communication skills, curriculum development and evaluation experience, classroom teaching expertise and effective time management. The position requires frequent travel within the state including overnight stays in rural areas. For more information, please contact Pamela Randolph RN, MS, Associate Director of Education and Evidence-based Regulation at 602-889-5209 or prandolph@azbn.gov

CNA DISCIPLINARY ACTION

JULY - AUG -	CEPT 2000	<u> </u>		Hot reported in provides obtained
EFFECTIVE DATE		CERTIFICATE	DISCIPLINE	VIOLATION(S)
10/1/2008	Anderson, Gloria K.	CNA Applicant	Certificate Denied	Criminal Conviction; Misappropriation of Property; Fraud
9/15/2008	Anderson, Tracy R.	CNA110555353	Revoked	Substance Abuse; Failure to Meet Licensing Board
3/13/2000	Anderson, macy n.	GNA11033333	Hevoked	Reporting Requirements; Criminal Conviction
9/15/2008	Bautista, Daniel P.	CNA999991777	Revoked	Patient Abuse; Fraud; Failure to Cooperate
8/22/2008	Bernal, Michael W.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate
9/15/2008	Blue, Debra D.	CNA948304837	Revoked	Failure to Comply Board Order; Substance Abuse;
3/13/2000	Diue, Debi a D.	GIVA340304037	Hevokeu	Failure to Cooperate
7/31/2008	Burnett, Tonya	CNA999949756	Stayed Revocation w/ Civil Penalty	Patient Abuse; Patient Neglect
8/15/2008	Burns, Deidre C.	CNA1000001777	Revoked	Failure to Comply Board Order
9/15/2008	Castro, Ladislado	CNA999991351	Suspension	Misappropriation of Property
9/19/2008	Cecilia, Emily V.	CNA1000014373	Civil Penalty	Unprofessional Conduct
8/15/2008	Chapley, David M.	CNA1000003380	Civil Penalty	Negligence; Substandard or Inadequate Care
8/12/2008	Christophel, Nancy B.	CNA182507904	Stayed Revocation	Substance Abuse; Practicing Beyond Scope
8/22/2008	Chupin Ventura, Veronica	CNA999991755	Civil Penalty	Fraud/Deceit; Failure to Cooperate
8/17/2008	Coker, Rochelle L.	CNA295208043	Civil Penalty	False Reports/Falsifying Records
9/15/2008	Colby, Brent D.	CNA999998328	Revoked	Violation of Fed/State Statutes/Rules; Failure to Meet Licensing Board Reporting
9, 19, 2000	00.03/, 2.10.112.	0.0.0000000		Requirements; Criminal Conviction
7/28/2008	Cunha, Sharon R.	CNA1000006119	Stayed Revocation	Patient Abuse; Substance Abuse
9/23/2008	Daniel, Manuel E.	CNA999993555	Voluntary Surrender	Criminal Conviction; Failure to Cooperate
9/15/2008	Delucci, Michael J.	CNA1000002319	Revoked	Patient Abuse; Unprofessional Conduct
9/15/2008	Douglas, David B.	CNA999998553	Revoked	Criminal Conviction; Failure to Meet Licensing Board Reporting Requirements;
, , ,	3.4,			Failure to Cooperate
7/29/2008	Dubuisson, Carmel	CNA1000005684	Stayed Revocation	Substandard or Inadequate Care
9/15/2008	Edwards, Malinda L.	CNA999951135	Revoked	Substance Abuse; Patient Neglect; Unprofessional Conduct
9/15/2008	Ervin, Mary A.	CNA999997056	Revoked	Patient Abandonment; Practicing Without Valid Certification; Practicing Beyond
	,			Scope
8/20/2008	Ferreira, Malia J.	CNA1000008539	Stayed Revocation	Patient Abuse
9/15/2008	Franklin, Chris N.	CNA702896303	Revoked	Criminal Conviction; Failure to Cooperate
9/15/2008	Gallegos, Uvaldo Q.	CNA1000013266	Revoked	Sexual Misconduct; Dual Relationship/Boundaries; Patient Abuse
9/15/2008	Garcia, Sharita M.	CNA Applicant	Certificate Denied	Criminal Conviction; Substance Abuse; Failure to
				Cooperate
9/16/2008	Hansen, Brean J.	CNA Applicant	Certificate Denied	Substance Abuse; Violation of Fed/State Statutes/Rules
8/26/2008	Harper, Rosemary	CNA1000001792	Stayed Revocation	Patient Abuse; Patient Neglect
9/15/2008	Hern, Timothy J.	CNA999999521	Revoked	Failure to Comply Board Order
8/28/2008	Hernandez, Rafaela I.	CNA791599803	Civil Penalty	Criminal Conviction
9/15/2008	Hilyard, Emily H.	CNA999999783	Revoked	Criminal Conviction; Substance Abuse; Failure to
				Cooperate
9/15/2008	Hines, Adell M.	CNA999997903	Revoked	Fraud; Criminal Conviction; Failure to Meet Licensing Board Reporting
				Requirements
7/23/2008	Hooks, Shavona R.	CNA1000016498	Stayed Revocation	Criminal Conviction; Substance Abuse
9/16/2008	Hoppe, Joseph	CNA Applicant	Certificate Denied	Violation of Fed/State Statutes/Rules; Failure to Cooperate
9/4/2008	Hudson, Crystal J.	CNA Applicant	Certificate Denied	Criminal Conviction; Unprofessional Conduct
8/19/2008	Hunsaker, Joshua D.	CNA1000016956	Civil Penalty	Criminal Conviction; False Reports/Falsifying Records
9/4/2008	Jenkins, Shujuan T.	CNA1000011754	Civil Penalty	Patient Abuse
9/15/2008	Kinney, James M.	CNA1000006580	Revoked	Misappropriation of Property; Criminal Conviction; Failure to Meet Licensing
0/15/2000	Vitabouan Formanda A	CNA1000017033	Civil Panaltr	Board Reporting Requirements Criminal Conviction
8/15/2008	Kitcheyan, Fernando A.		Civil Penalty Certificate Denied	
9/15/2008 9/12/2008	Koch, Christopher O. Lemon, Angela C.	CNA Applicant CNA999948721	Revoked	Criminal Conviction; Violation of Fed/State Statutes/Rules; Failure to Cooperate Failure to Comply Board Order
9/18/2008	Leon, Norma I.	CNA1000007499	Revoked	Failure to Cooperate
9/16/2008	Lester, Marlana A.	CNA Applicant	Certificate Denied	Substance Abuse; Violation of Fed/State Statutes/Rules;
3/ 10/2000	Lester, ivialialia A.	оли Арріїсані	Gerundate Deniett	Failure to Cooperate

CNA DISCIPLINARY ACTION CONTINUED

JULY - AUG -	- SEPT 2008			
EFFECTIVE DAT	E NAME	CERTIFICATE	DISCIPLINE \	/IOLATION(S)
9/18/2008	Louis, Emmett	CNA Applicant	Certificate Denied	Violation of Fed/State Statutes/Rules; Misappropriation of Property
7/31/2008	Macdonald, Elizabeth A.	CNA1000003581	Suspension	Failure to Comply Board Order
8/9/2008	Maher, Jodi L	CNA1000012637	Civil Penalty	Patient Abandonment
9/15/2008	Mchenry, Randy S.	CNA1000007408	Revoked	Dual Relationship/Boundaries; Sexual Misconduct; Unprofessional Conduct
8/21/2008	Mendivil, Karina	CNA999992082	Civil Penalty	Violation of Fed/State Statutes/Rules; Failure to Cooperate
9/16/2008	Miller, Jessica L.	CNA Applicant	Certificate Denied	Substance Abuse; Criminal Conviction; Narcotics Violation or Other Violation of
				Drug Statutes
7/9/2008	Miller, Joseph F.	CNA426485803	Certificate Denied	Criminal Conviction; Failure to Cooperate
9/4/2008	Mori, Deloni A.	CNA999999485	Voluntary Surrender	Criminal Conviction; Misrepresentation of Credentials; Failure to Cooperate
10/2/2008	Ohaverty, Robin H.	CNA999949637	Civil Penalty	Substance Abuse
9/18/2008	Ortega, Armando	CNA Applicant	Civil Penalty	Criminal Conviction
9/15/2008	Osuna, Iliana S.	CNA1000007015	Revoked	Criminal Conviction; Failure to Comply Board Order; Substance Abuse
8/20/2008	Pace, Edward B.	CNA999952551	Voluntary Surrender	Sexual Misconduct
8/29/2008	Paddock, Geraldine A.	CNA1000016980	Civil Penalty	Disciplinary Action Taken by any Licensing Authority; Failure to Cooperate
9/16/2008	Pemberton, Tyler J.	CNA Applicant	Certificate Denied	Substance Abuse; Criminal Conviction; Failure to Cooperate
8/7/2008	Pozzi, Cathlena S.	CNA999999389	Stayed Revocation	Substance Abuse
8/5/2008	Rascon, Stephanie A.	CNA999991015	Stayed Revocation w/ Fine	Patient Abuse
8/15/2008	Robillard, Casey L.	CNA1000016988	Civil Penalty	Criminal Conviction
7/22/2008	Robinson, Charlotte M.	CNA1000016497	Stayed Revocation	Substance Abuse
8/12/2008	Ross, Wendy A.	CNA1000014030	Stayed Revocation	Substance Abuse
8/21/2008	Rowe, Rachel S.	CNA Applicant	Certificate Denied	Violation of Fed/State Statutes/Rules; Narcotics Violation or Other Violation of
				Drug Statutes
7/7/2008	Sanchez, Steven	CNA559161803	Stayed Suspension	Criminal Conviction; Substance Abuse
8/8/2008	Sayer, Tiffani N.	CNA999990687	Revoked	Substance Abuse; Failure to Comply Board Order
7/28/2008	Schwartz, Rebecca S.	CNA999996440	Stayed Revocation	Substance Abuse; Patient Abuse; Unprofessional Conduct
9/23/2008	Schwartz, Rebecca S.	CNA999996440	Revoked	Failure to Comply Board Order
9/15/2008	Scrivano, Karen M.	CNA999953351	Stayed Revocation	Dual Relationship/Boundaries; Failure to Comply Board Order; Unprofessional
			w/ Suspension	Conduct
7/1/2008	Shorb, Kenneth M.	CNA1000002755	Stayed Revocation	False Reports/Falsifying Records
9/15/2008	Smith-Warner, Eulalie	CNA615401754	Revoked	Dual Relationship/Boundaries; Exploiting a Patient for Financial Gain; False
				Reports/Falsifying Records
8/5/2008	Sosa Nunez, Angela	CNA1000015171	· · · · · · · · · · · · · · · · · · ·	y Patient Abuse; Unprofessional Conduct
9/15/2008	Stizza, Chantal S.	CNA999999793	Revoked	Criminal Conviction; Misappropriation of Property; Fraud
9/1/2008	Sweeney, Tara P.	CNA1000017380	Civil Penalty	Patient Abuse; Misrepresentation of Credentials
8/5/2008	Taylor, Donna R.	CNA878303403	Civil Penalty	Practicing Beyond Scope
7/2/2008	Taylor, Luciana L.	CNA427491103	Civil Penalty	Violation of Fed/State Statutes/Rules; Criminal Conviction; Failure to Cooperate
8/25/2008	Tewayguna, Sonia K.	CNA999993734	Stayed Revocation	Substance Abuse
8/22/2008	Vick, Deborah K.	CNA Applicant	Certificate Denied	Substance Abuse; Failure to Cooperate
3/31/2008*	Whiten, Curtasca L.	CNA1000015521	Stayed Revocation	Criminal Conviction
9/23/2008	Whiten, Curtasca L.	CNA1000015521	Revoked	Failure to Comply Board Order
8/25/2008	Whitmore, Laura L.	CNA999995069	Civil Penalty	Practicing Beyond Scope
8/21/2008	Yazzie, Kimberly A.	CNA1000005155	Civil Penalty	Patient Abuse
9/16/2008	Yazzie, Lucinda M.	CNA Applicant	Certificate Denied	Criminal Conviction; Violation of Fed/State Statutes/Rules; Failure to Cooperate
9/12/2008	Yazzie, Vernita	CNA1000003056	Civil Penalty	Criminal Conviction; Substance Abuse; Failure to Cooperate
7/8/2008	Zastrow, Brenda K.	CNA Applicant	Certificate Denied	Criminal Conviction; Failure to Cooperate





CNA Discipline ACTION CLEARED APRIL-MAY-JUNE 2008

NAME	LICENSE
Perez, Julius A.	CNA999996346
Effiong, Edidiong E.	CNA999997703
Decore, Sandra M.	CNA1000013354
Vanderplas, Adrienne R.	CNA999995508
Montano, Olivia Y.	CNA999997789
Van Looy, Christel M.	CNA392123113
	Perez, Julius A. Effiong, Edidiong E. Decore, Sandra M. Vanderplas, Adrienne R. Montano, Olivia Y.

RN/LPN DIS	SCIPLINARY ACT	TION		*Not reported in previous Journal
EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE V	/IOLATION(S)
7/9/2008	Aemisegger, James R.	RN Endorsement	License Denied	Patient Abuse, Unprofessional Conduct
8/27/2008	Alden, Jodi L.	RN102459	Voluntary Surrender	Failure to Comply Board Order, Criminal Conviction, Fraud
6/11/2008*	Allen, Sandra E.	RN118216	Probation	Substance Abuse
9/2/2008	Altman, Teresa W.	RN Endorsement	License Denied	Disciplinary Action Taken by any Licensing Authority
8/23/2008	Andro, Marianne S.	RN065335	Decree of Censure	Practicing Beyond Scope, False Reports/Falsifying Records
7/10/2008	Armbrust, Eva M.	RN000099592	Decree of Censure w/ Civil Penalty	Criminal Conviction, False Reports/Falsifying Records, Substandard or
				Inadequate Care
7/18/2008	Ash, Doris B.	RN063856	Voluntary Surrender	Failure to Comply Board Order
7/28/2008	Austin, Shirley G.	LP026550	Probation	Substandard or Inadequate Care
9/23/2008	Banchy, Annette J.	RN057843	Civil Penalty	Practicing Without Valid License
9/12/2008	Barnhart, Malisa S.	RN145630	Revocation	Unprofessional Conduct, Narcotics Violation or Other Violation of Drug
				Statutes, Diversion of Controlled Substance
8/22/2008	Barton, Marvin	RN124273	Revocation	Failure to Comply Board Order
7/31/2008	Bates, Amy L	RN134521	Stayed Revocation w/ Probation	Failure to Comply Board Order, Substance Abuse
8/18/2008	Behrends, Jason A.	LP041192	Decree of Censure	Error in Administering Medication
9/12/2008	Bennett, Janice F.	RN078710	Revocation	Failure to Comply Board Order, Unable to Practice - Substance Abuse
8/12/2008	Bigley, Karla A.	RN116064	Voluntary Surrender	Disciplinary Action Taken by any Licensing Authority, Unable to Practice
				Substance Abuse, Diversion of Controlled Substance
8/8/2008	Bolinger, Connie A.	RN114839	Revocation	Patient Abuse, Substandard or Inadequate Care
9/3/2008	Bolton, Pamela S.	RN154233	Probation	Criminal Conviction, Fraud/Deceit - License/Credentials, Substance
				Abuse
9/12/2008	Boniella, Joseph M.	LP038899	Revocation	Unable to Practice Safely, Failure to Maintain Records, Failure to
				Cooperate with Board
7/9/2008	Bouis, John	LP Endorsement	License Denied	Violation of Fed/State Statutes/Rules, Narcotics Violation or Other
				Violation of Drug Statutes, Failure to Cooperate with Board
9/12/2008	Bustillos, Ryan E.	LP040705/	Revocation	Failure to Comply Board Order, Narcotics Violation or Other Violation of
		CNA155700441		Drug Statutes
8/27/2008	Campbell, Hallie C.	RN154101	Suspension/Indefinite	Disciplinary Action Taken by any Licensing Authority, Criminal Conviction,
				Unable to Practice - Substance Abuse
7/16/2008	Castelhano, Sarah A.	RN134520	Revocation	Failure to Comply Board Order, Unable to Practice - Substance Abuse

JULY - AUG - SEP				
EFFECTIVE DATE	NAME Christmann, Patricia A.	RN052464	DISCIPLINE	VIOLATION(S) Failure to Meet Licensing Board Reporting Requirement, Criminal
9/12/2008	Gilisulialii, Faulcia A.	NIVU32404	Revocation	
0/7/0000	C-1 C	L D041000	D	Conviction, Failure to Cooperate with Board
8/7/2008	Colon Segarra, Kelly A. Cracraft. Patricia K.	LP041322 RN069056	Decree of Censure	Practicing Beyond Scope Violation of Fed/State Statutes/Rules, Criminal Conviction, Fraud/Deceit -
9/17/2008	Ciaciail, Fallicia N.	סכטפסטעות	Civil Penalty	License/Credentials
0/17/2000	Crossford Cuson D	DN115470	Duckation	
9/17/2008 9/2/2008	Crawford, Susan R.	RN115472 RN129018	Probation	Criminal Conviction, Unprofessional Conduct, Substance Abuse
	Davis, John D.	LP Exam	Revocation License Denied	Failure to Comply Board Order
4/28/2008*	Day, Jared A.			Failure to Comply Board Order, Unable to Practice - Substance Abuse
9/18/2008	Dean, Jennifer A.	RN127746	Voluntary Surrender	Failure to Comply Board Order
7/8/2008	DeBruyne, David B.	RN153293	Civil Penalty	Criminal Conviction, Failure to Cooperate with Board
8/18/2008	Digiacomo, Jennifer M.	RN137637	Voluntary Surrender	Unable to Practice - Substance Abuse, Diversion of Controlled
7/20/2000	Divon Dobro C	DN110000	Valuntany Currandar	Substance
7/28/2008	Dixon, Debra S.	RN119800	Voluntary Surrender	Failure to Comply Board Order
8/18/2008	Fidler, Frederick L.	LP033544	Decree of Censure w/ Civil Penalty	Submitting False Claims
9/2/2008	Fijalka, Rayell M.	RN121561	Suspension/Indefinite	Unable to Practice Safely, Substandard or Inadequate Care, Failure to Maintain Records
0/0/2000	Finley Marry Ann	I.D. Curdous amount	Lisanes Danied	
9/8/2008	Finley, Merry Ann	LP Endorsement	License Denied	Unable to Practice - Psych/Mental
9/18/2008 7/9/2008	Gentner, Kevin K.	RN108292	Revocation	Unprofessional Conduct, Unable to Practice - Substance Abuse
, , , , , , , , , , , , , , , , , , , ,	Gorski, Carl J.	RN085409	Revocation	Failure to Comply Board Order
8/9/2008	Hannasch, Joseph G.	RN079732	Decree of Censure	Practicing Beyond Scope
8/15/2008	Hanner, Colleen E.	RN095369	Decree of Censure	Practicing Beyond Scope
9/12/2008	Harjo, Christie D.	LP039371	Revocation	Failure to Comply Board Order, Unable to Practice - Substance Abuse,
0/22/2000	Harlan Charry A	DN100507	Dougastian	Failure to Cooperate with Board
9/22/2008	Harlan, Sherry A.	RN102537	Revocation	Failure to Comply Board Order, Unable to Practice - Substance Abuse
9/12/2008	Hastings, Kerry Lynn	RN105992/ LP032715	Revocation	Unable to Practice - Substance Abuse, Failure to Cooperate with Board
9/5/2008	Hermiston, Patricia M.	LP024667	License Renewal Denied	Disciplinary Action Taken by any Licensing Authority, Failure to
0.14.0.100.00		Billione		Cooperate with Board
9/13/2008	Higginbotham, Shawn M.	RN148332	Decree of Censure	Unable to Practice Safely, Substandard or Inadequate Care
8/30/2008	Hill, Brenda Y.	LP023929	Decree of Censure	Failure to Consult or Delay in Seeking Consultation with Supervisor/ Proctor, Failure to Maintain Records
9/12/2008	Hilton, Ethel J.	LP042140	Revocation	Substandard or Inadequate Care, Error in Administering Medication,
9 . 4 2000				Failure to Cooperate with Board
9/12/2008	Hinske, Linda J.	RN059168	Revocation	Failure to Comply Board Order, Unable to Practice Safely
8/12/2008	Hodges, Katherine L.	LP034290	Decree of Censure	Failure to Consult or Delay in Seeking Consultation with Supervisor/
-, -,	g,			Proctor
6/27/2008*	Horney, Melody L.	LP036900	Suspension	Failure to Comply Board Order
9/12/2008	Hosick, Alice A.	LP021403	Revocation	Unprofessional Conduct, Fraud, Failure to Cooperate with Board
8/25/2008	Irvine, Rachel D.	LP044863/	Civil Penalty	Criminal Conviction
		CNA1000017213		
8/15/2008	Ishie, Catherine M.	LP029637	Decree of Censure	Practicing Beyond Scope
8/22/2008	John, Philipose J.	RN144697	Civil Penalty	False Reports/Falsifying Records
6/21/2008*	Johnson, Danette L.	RN154190	Probation w/ Civil Penalty	Practicing Without Valid License, Fraud/Deceit - License/Credentials
7/28/2008	Jurow, James	RN107786/AP0075	Voluntary Surrender	Unable to Practice Safely, Substandard or Inadequate Care
8/5/2008	Kasten, Nancy A.	RN051764	Decree of Censure	Practicing Beyond Scope
7/11/2008	Kaufman, Sally C.	RN123997	Probation	Substandard or Inadequate Care, Failure to Maintain Records, Failure to
	•			Cooperate with Board
7/28/2008	Knight, Susan F.	RN153649	Probation	Disciplinary Action Taken by any Licensing Authority, Monitoring for
	-			relapse prevention therapy/counseling
9/15/2008	Kohlerman, Nancy R.	RN101222/ AP2558	Civil Penalty	Criminal Conviction
7/28/2008	Lakatosh, Sarah A.	RN126060	Decree of Censure	Criminal Conviction, Fraud
8/14/2008	Lawrence-Andrade, Kelly J.		Probation	Substance Abuse
7/28/2008	Lee, Vicki K.	RN131699	Suspension	Substandard or Inadequate Care, Incompetence
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RN/LPN DISCIPLINARY ACTION

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EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE	VIOLATION(S)
5/16/2008*	Leek, Tian N.	LP042691	Civil Penalty	Violation of Fed/State Statutes/Rules
9/17/2008	Lesch, Rachael A.	RN Endorsement	Civil Penalty	Practicing Without Valid License
8/21/2008	Lewallen, Bonnie J.	RN104566	Decree of Censure	Practicing Beyond Scope, Substance Abuse
8/13/2008	Mabansag, Liza Marie A.	RN128998	Civil Penalty	False Reports/Falsifying Records
8/29/2008	Majewski, John R.	LP038295	Revocation	Failure to Comply Board Order
8/20/2008	Martinez, Patricia A.	RN069641	Stayed Revocation/Suspension	Unable to Practice - Substance Abuse
			w/ Civil Penalty	
7/1/2008	McCormack, Kimberly M.	LP042423/	Voluntary Surrender	Unable to Practice - Substance Abuse, Diversion of Controlled
		CNA999995781		Substance
8/11/2008	McElvain, Kerstin A.	RN154705/LP039812	Probation	Criminal Conviction; Substance Abuse
12/26/2007*	Meek, Steve H.	CRNA Applicant	Certificate Denied	Denial of CRNA Prescribing Authority, Revocation of Privilege to Practice
8/28/2008	Mettler, Stefan B.	RN154147	Probation	Disciplinary Action Taken by any Licensing Authority
7/23/2008	Milliken, Cynthia G.	RN148429	Suspension/Indefinite	Criminal Conviction, Substandard or Inadequate Skill Level
8/27/2008	Molina Jr., William M.	RN128359	Voluntary Surrender	Criminal Conviction
8/25/2008	Montgomery, Kelly S.	RN122001	Decree of Censure	Patient Abandonment
9/17/2008	Moore, Barbara E.	TRN154337	Civil Penalty	Practicing Without Valid License
8/22/2008	Muir, Bryan K.	LP044840	Probation	Criminal Conviction
9/5/2008	Munoz, Simon M.	RN120517	Probation	Substandard or Inadequate Care
7/28/2008	Neufeldt, Greg S.	RN133097	Voluntary Surrender	Disciplinary Action Taken by any Licensing Authority, Failure to Comply
				Board Order, Fraud
8/22/2008	Noyes, Terri M.	RN118730/LP025229	Stayed Revocation	Unable to Practice - Substance Abuse, Unauthorized Administration
			w/ Suspension	of Medication, Diversion of Controlled Substance
9/22/2008	Nyman, Shawn E.	RN137730	Voluntary Surrender	Failure to Comply Board Order

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EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE V	IOLATION(S)
9/19/2008	Oden, Remitha K.	LP040622	Probation	Substance Abuse
8/24/2008	Oleksy, Roxann E.	RN088056	Decree of Censure	Practicing Beyond Scope
8/28/2008	Ortiz, Denise M.	RN134601	Voluntary Surrender	Immediate Threat to Health or Safety, Unable to Practice - Substance
., .,			,	Abuse
7/28/2008	Page, Brenda L.	RN152333	Civil Penalty	Practicing Without Valid License
9/5/2008	Pauquette, Karen M.	RN Endorsement	License Denied	Disciplinary Action Taken by any Licensing Authority, Unable to Practice
4,4,200				- Substance Abuse, Failure to Cooperate with Board
9/12/2008	Peltier, Debra J.	RN116186	Revocation	Immediate Threat to Health or Safety, Unable to Practice Safely, Failure
, ,				to Cooperate with Board
9/17/2008	Pence, Shannon M.	LP044919	Civil Penalty	Practicing Without Valid License
6/17/2008*	Penwell, Justin	RN Endorsement	License Denied	Criminal Conviction, Unprofessional Conduct
7/10/2008	Petersen, Theresa K.	RN Endorsement	License Denied	Criminal Conviction, Unprofessional Conduct, Fraud/Deceit - License/
, ,	,			Credentials
6/10/2008*	Pierce, Donald L.	RN087054/AP0638	Decree of Censure w/ Civil Penalty	False Reports/Falsifying Records
8/18/2008	Pogue, Stephanie J.	LP037769	Decree of Censure	Practicing Beyond Scope
9/5/2008	Ponikvar, Joseph F.	RN Endorsement	License Denied	Unable to Practice Safely, Substandard or Inadequate Skill Level,
				Incompetence
7/8/2008	Pratt, Robin L.	RN095139	Voluntary Surrender	Failure to Consult or Delay in Seeking Consultation with Supervisor/
	•		,	Proctor, Improper Delegation/Supervision
9/24/2008	Pryor, Terrie L.	RN128910	Voluntary Surrender	Unable to Practice - Substance Abuse, Failure to Maintain Records,
	, .		,	Diversion of Controlled Substance
8/29/2008	Rasdall, Kathleen M.	LP041343	Decree of Censure	Substance Abuse
7/30/2008	Reumann-Linam, Sharon K.	RN110535	Revocation	Failure to Comply Board Order
8/19/2008	Richardson, Joan	LP034919	Voluntary Surrender	Fraud/Deceit - License/Credentials
9/16/2008	Richins, Anita	RN Endorsement	License Denied	Criminal Conviction, Failure to Cooperate with Board
8/20/2008	Ricker, Cynthia A.	RN049353	Probation	Unprofessional Conduct, Fraud/Deceit - License/Credentials
9/19/2008	Robbins, Cathy C.	RN065672	Probation	Substance Abuse
7/28/2008	Rodie, Sondra S.	RN079561	Decree of Censure	Unauthorized Dispensing of Medication, Error in Administering
				Medication
8/13/2008	Rodriguez, Frank	RN096120	Decree of Censure	Substandard or Inadequate Care, Failure to Maintain Records, Error in
	•			Administering Medication
9/12/2008	Royalty, Michelle D.	LP037430	Revocation	Criminal Conviction, Fraud, Failure to Cooperate with Board
8/20/2008	Samson, MaryAnn D. T.	RN138279	Decree of Censure	Failure to Maintain Records, Narcotics Violation or Other Violation of
	•			Drug Statutes
9/4/2008	Sanders, Ruth D.	RN063927/AP1151/ AP328	Probation	Failure to Maintain Records, Narcotics Violation or Other Violation of
		LP011147		Drug Statutes, Diversion of Controlled Substance
9/5/2008	Santillo, Lynn M.	RN Endorsement	License Denied	Unable to Practice - Substance Abuse, Unable to Practice Safely,
				Substandard or Inadequate Care
8/19/2008	Schmid, Douglas I.	RN065880	Voluntary Surrender	Violation of Fed/State Statutes/Rules, Criminal Conviction
8/21/2008	Seeman, Virginia S.	RN031648/AP0023	Decree of Censure	Unauthorized Prescribing Medicine
			w/ Civil Penalty	
9/18/2008	Shockley, Linda L.	RN041667	Revocation	Unable to Practice - Substance Abuse, Failure to Cooperate with Board
9/2/2008	Smith, Holly K.	LP043727	Probation	Substance Abuse
9/21/2008	Smith, Natalie A.	RN154643	Civil Penalty	Criminal Conviction
11/6/2007*	Sobel, Daren B.	RN Endorsement	License Denied	Criminal Conviction, Unable to Practice - Substance Abuse, Diversion of
				Controlled Substance
7/9/2008	Soch, Susan M.	RN149279	Voluntary Surrender	Substandard or Inadequate Care
8/13/2008	Stafford, Bobbie R.	RN120515/SN0970/	Voluntary Surrender	Unable to Practice - Substance Abuse, Diversion of Controlled
		LP037222		Substance
8/5/2008	Stanley-Holsten, Joan	RN103958	Decree of Censure	Substandard or Inadequate Care
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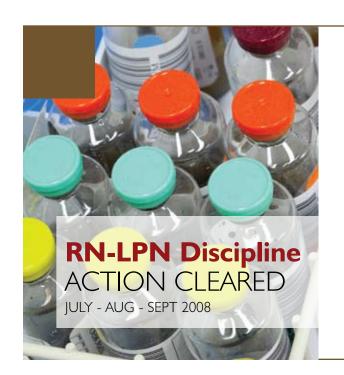
EFFECTIVE DATE	NAME	LICENSE	DISCIPLINE	VIOLATION(S)
9/8/2008	Stevens, Dorothea B.	RN035543	Probation	Criminal Conviction, Unprofessional Conduct
9/12/2008	Stewart, Stacey L.	TRN109576/	Revocation	Unable to Practice - Substance Abuse, Failure to Cooperate with Board
		CNA742646641		
8/29/2008	Studi, Melyssa J.	LP039066	Civil Penalty	Criminal Conviction
7/28/2008	Stump, Virginia	RN109792	Probation	Unprofessional Conduct, Unable to Practice Safely, Error in
				Administering Medication
7/2/2008	Tawzer, Jeff G.	RN134222	Stayed Revocation	Unable to Practice - Substance Abuse, Diversion of Controlled
			w/ Suspension	Substance
7/28/2008	Teets, Pamela R.	TRN107237/LP031467	Stayed Revocation w/ Suspension	Unable to Practice - Substance Abuse, Failure to Maintain Records
8/8/2008	Tipton, Leona B.	LP024898	Decree of Censure	Practicing Beyond Scope
7/31/2008	Tosh, Ann Marie	RN087259	Revocation	Failure to Comply Board Order
9/17/2008	Van Keulen, Anna A.	RN154024	Civil Penalty	Practicing Without Valid License
7/29/2008	Van Vactor, Janeen D.	RN152250	Civil Penalty	Practicing Without Valid License
7/29/2008	Webb, Michael J.	RN152274	Civil Penalty	Practicing Without Valid License
9/26/2008	Weldon, Diane E.	LP041884	Decree of Censure	False Reports/Falsifying Records
6/20/2008*	Wilkins, Gregory	RN128674	Civil Penalty	Violation of Fed/State Statutes/Rules, Unprofessional Conduct
9/12/2008	Williams, Carol E.	RN10375/LP033133	Decree of Censure	Practicing Beyond Scope
9/5/2008	Wilson, Dwayne L.	RN051411	License Renewal Denied	Disciplinary Action Taken by any Licensing Authority, Fraud/Deceit -
				License/Credentials, Unable to Practice Safely
9/17/2008	Winikates, David M.	RN117796	Probation	Unprofessional Conduct, Substandard or Inadequate Care, Substandard
				or Inadequate Skill Level
9/2/2008	Woodall, Kristin A.	RN119409	Revocation	Failure to Comply Board Order, Criminal Conviction
9/12/2008	Woodard, Shelia Mae	RN126757	Revocation	False Reports/Falsifying Records, Unable to Practice Safely, Failure to
				Cooperate with Board
7/28/2008	Yenglin, Jonathan A.	RN141351	Summary Suspension	Immediate Threat to Health or Safety, Narcotics Violation or Other
				Violation of Drug Statutes, Diversion of Controlled Substance
9/4/2008	Yenglin, Jonathan A.	RN141351	Voluntary Surrender	Immediate Threat to Health or Safety, Narcotics Violation or Other
				Violation of Drug Statutes, Diversion of Controlled Substance



UPDATED LICENCURE STATUS RN-LPN SUBJECT TO A BOARD ORDER/CONSENT AGREEMENT

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EFFECTIVE DATE	NAME	LICENSE		
8/20/2008	DeMattia, Arlene C.	LP037609	Stayed Revocation w/ Probation	Completed terms of the Stayed Revocation Suspension,
				converted license to Stayed Revocation Probation
8/20/2008	Milliken, Cynthia G.	RN148429	Stayed Revocation w/ Probation	Completed terms of Indefinite Suspension, converted
				license to Stayed Revocation Probation
8/22/2008	Mytczynsky, Megan S.	RN123625	Stayed Suspension w/ Probation	Completed terms of Indefinite Suspension, converted
				license to Stayed Suspension Probation
9/8/2008	Paccioni, Taryn W.	RN083610	Stayed Revocation w/ Probation	Completed terms of Indefinite Suspension, converted
				license to Stayed Revocation Probation



EFFECTIVE DATE NAME		LICENSE
9/8/2008	Carden, Betsy	RN120373
9/18/2008	Castillo, James	RN093848
7/29/2008	Fiocchi, Julio F.	LP043267
7/21/2008	Helmrich, Anne F.	RN047458
9/5/2008	Johnson, Aileen N.	RN042448
9/6/2008	Kish, Suzanne M.	RN112540
7/29/2008	Lind, Shari A.	RN080709
9/11/2008	Luedke, Shea A.	LP028484
8/26/2008	Medford, Wendy	RN115980
8/13/2008	Nelch, Bruce F.	RN131549/LP039292
8/3/2008	Pranke, Kristi A.	RN071157
9/21/2008	Robison, Amy T.	RN135542/LP039398
8/26/2008	Shoemaker, Kimberly A.	LP036554
8/22/2008	Sokolowski, Paul S.	RN135203
8/14/2008	Whitson, Leah S.	RN104266